

2014 FCC EEO Public File Report for Charter Communications
12603 - OPS Keith Cnty NE

This Report Covers September 1, 2013 through August 31, 2014

Total Number of Full-Time Vacancies Filled During This Period: 2
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 14

Please see attached the Recruitment Source List that includes recruitment source contact information.

FULL-TIME VACANCIES FILLED

State NE
FCC Unit 12603 - OPS Keith Cnty NE

Req #	Job Title	Recruitment Source(s) Used to Fill the Vacancy	Interviewees Referred by Each Recruitment Source	Number Hired
1304357	Broadband Installer	Charter.com	12	2
		Nebraska Department of Labor	1	0
		Keith County News	1	0
		Direct Employers Association	0	0
1304357 Total			14	2
Grand Total			14	2

RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Charter.com	12405 Powers Court Dr	St. Louis, MO 63131	Internet posting	314-543-2434	N	12
NE Workforce	www.neworks.nebraska.gov		Internet Posting	N/A	N	1
Direct Employers Association*	9002 N. Purdue Rd.	Indianapolis, IN 46266	Internet posting	317-874-9000	N	0
Keith County News newspaper	116 West A	Ogallala, NE 69153	Larry	308-284-4046	N	1

*Charter is a member of the Direct Employers Association. Though this nonprofit network, job vacancies for this unit are distributed to a wide array of recruitment sources, including but not limited to, educational institutions state workforce agencies and job bank(s), and organizations that distributes to women, minorities, the disabled, and veterans.

Supplemental Recruitment Initiatives:

#	Name	Date	Description
1	Charter Offices	Ongoing	Charter Communications arranged a comprehensive training program for all new Broadband Installer/Technician positions enabling acquisition of skills to qualify them for higher level positions. Additionally, System Technicians are provided twice yearly (April and September) study guides and practical assessments to enable self promotion. Jones/NCTI is also paid for and made available to these groups. Supervisors and managers participated in a variety of training programs devised to assist with leadership development and policy administration skills. Offerings provided at various times during this plan year included Your Leadership Journey, Reinforcing for Leadership Success, Leadership Connect, Advanced Leadership Connect, Effective Hiring, Performance Management, Civil Treatment for Managers, and Strategic Leadership (for Directors and above). Charter Communications requires that new employees complete the following training within their first month of employment: Harassment Prevention in the Workplace, Information Security and Privacy, Records and Information Management, Wage and Hour, and Charter's Marketing Privacy Preferences.
2	Charter Offices	Weekly	Weekly postings of all openings in each Charter office for internal candidates to review.
3	Direct Employers Association	Ongoing	Charter Communications is a member of the Direct Employers Association. Through this non-profit network, job vacancies for this unit are distributed to a wide array of recruitment sources, including, but not limited to, education institutions, state workforces agencies, and job bank(s), and organizations that distributes to women, minorities, the disabled, and veterans.
4	UNK Career & Graduate School Fair	October 8, 2013	Career Fair to connect with future employees.
5	Career Exploration Day	October 16, 2013	Career Fair to connect with future employees.
6	Charter Markets	Ongoing	Charter Media, in conjunction with Charter Marketing, have created and disseminated various recruitment television ads in our markets throughout this reporting period. These communications were designed to distribute employment opportunities to job candidates who might otherwise be unaware of our opportunities.